



#### **Qualified Medical Child Support Order (QMCSO)**

A Qualified Medical Child Support Order (QMCSO) requires the employer group health plan to extend health coverage to a child of an eligible participant. A QMCSO can be in the form of either a Medical Child Support Order or a National Medical Support Notice (NMSN). The term QMCSO is used to represent both types of court orders throughout this Job Aid.

When a Qualified Medical Child Support Order (QMCSO) is received by an agency it is the responsibility of the Benefit Administrator (BA) to process the QMCSO in Cardinal.

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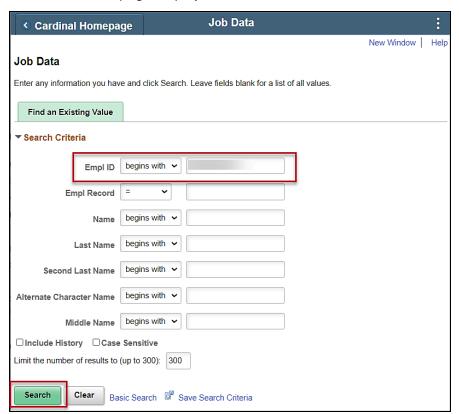
## **Getting Started**

The QMCSO is sent by the court to the Agency outside of Cardinal. Prior to entering a QMCSO, the Benefits Administrator (BA) must first review the QMCSO to determine if it meets the necessary legal requirements. Questions regarding the validity of court orders should be directed to the Office of Health Benefits (OHB).

1. Navigate to the **Job Data** page to review the employee's status using the following path:

Navigator > Workforce Administration > Job Information > Job Data

The **Job Data** Search page displays.



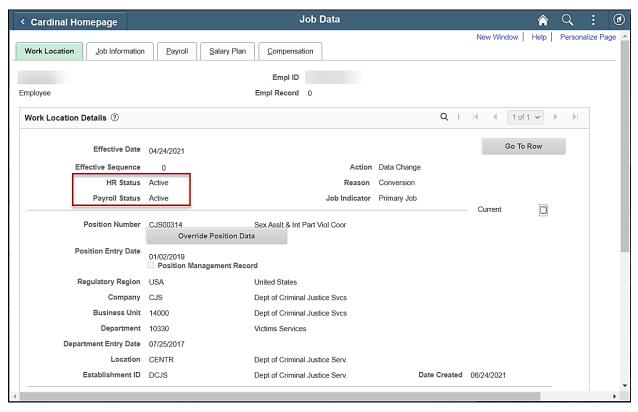
- 2. Enter the employee's **Empl ID.**
- 3. Click the Search button.

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The employee's **Job Data** page displays.



4. Verify the employee is active in HR and active in Payroll.

If the individual is not an active employee, return the QMCSO to the court, following agency procedures.

5. Notify the participant of the QMCSO, following agency procedures.

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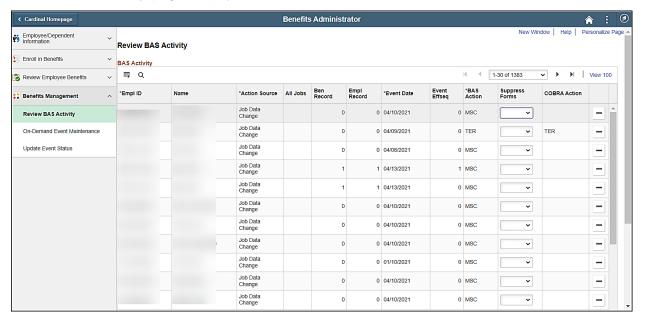
## Manually Add the QMCSO Event

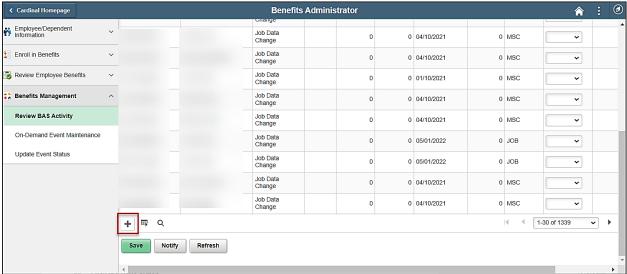
When a Qualified Medical Child Support Order (QMCSO) is received by an agency it is the responsibility of the Benefit Administrator (BA) to process the QMCSO in Cardinal.

6. Navigate to the **Review BAS Activity** Page using the following path:

Cardinal Homepage > Benefits Administrator tile > Benefits Management > Review BAS Activity

The Review BAS Activity page displays.



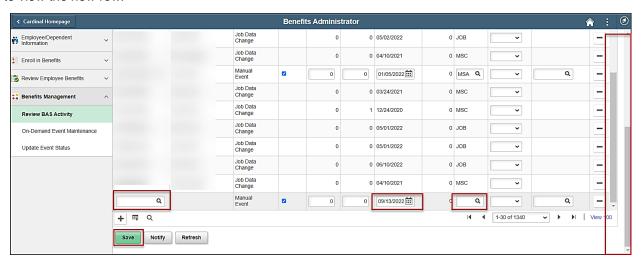


7. Click the **Add a Row** icon (+) at the bottom of the page to add a new row.

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A new row displays. This page may contain two scroll bars. Make sure to scroll all the way down on both scroll bars to view the new row.



- 8. Enter the employee's **Empl ID.**
- 9. Enter the Effective Date.

**Note**: The Effective Date defaults to the system date.

- 10. Enter **MSA** (Medical Support Order Add) or **MSR** (Medical Support Order Remove) in the **BAS Action** field.
- 11. Click the Save button.

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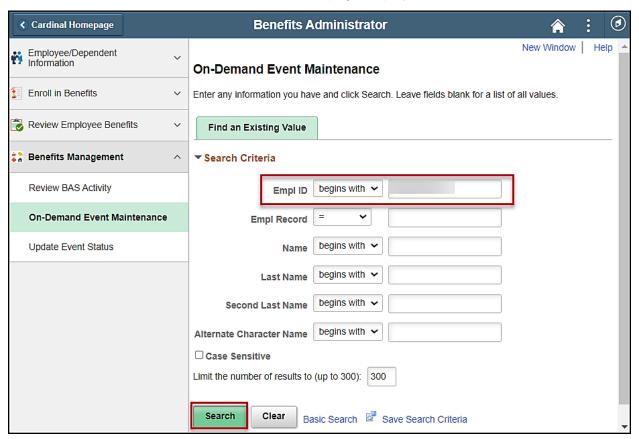


## **Update Dependent Data**

12. Navigate to the **On-Demand Event Maintenance** page using the following path:

Cardinal Homepage > Benefits Administrator tile > Benefits Management > On-Demand Event Maintenance

The **On-Demand Event Maintenance** Search Criteria page displays.

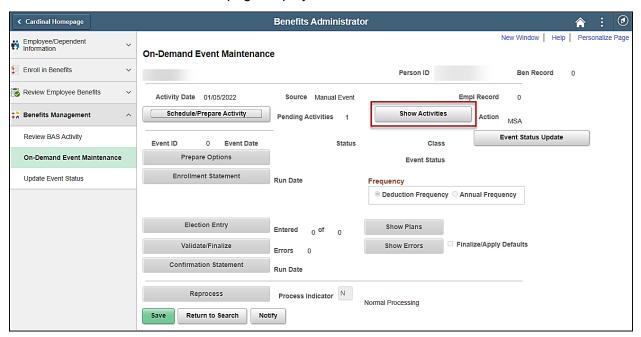


- 13. Enter the employee's Empl ID.
- 14. Click the Search button.

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The On-Demand Event Maintenance page displays.



**Note:** If there is a delay between creating the event on the Review BAS Activity page and navigating to the On-Demand Event Maintenance page, the Benefits Administration process may have run, which would schedule the activity for you. In this case, skip to Step 18.

15. Click the **Show Activities** button.

The **BAS Activity** table displays in a pop-up window.

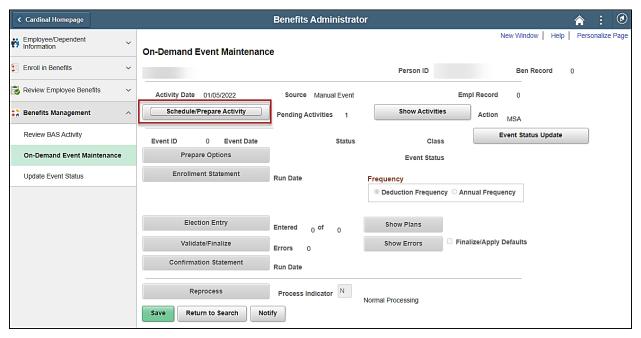


- Confirm the MSA Manual Event is selected.
- Click the OK button.

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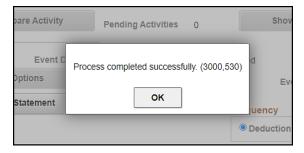


The **On-Demand Event Maintenance** page returns.



18. Click the **Schedule/Prepare Activity** button to initiate the automated process that schedules and prepares the pending activity and opens election entry for the event.

The page refreshes and saves. A process completed message displays in a pop-up window.



19. Click the **OK** button.

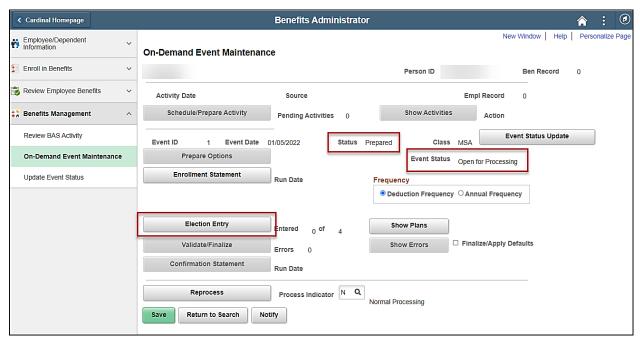
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## **Benefits Job Aid**

## **BN361 QMCSO Administration**

The **On-Demand Event Maintenance** page returns.

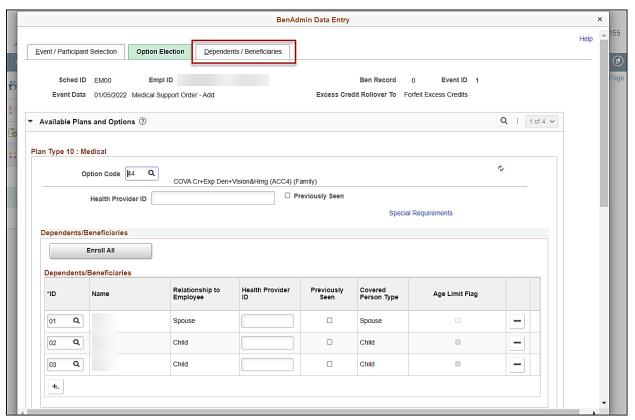


- 20. Confirm the Status is "Prepared: and the Event Status is "Open for Processing".
- 21. Click on the **Election Entry** button to open the Benefit Administration Election pages.

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The **BenAdmin Data Entry** page displays.

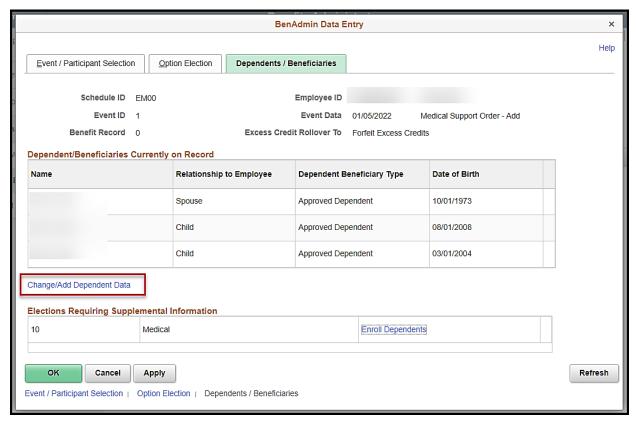


Click the Dependents/Beneficiaries tab.

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The **BenAdmin Data Entry** page displays.

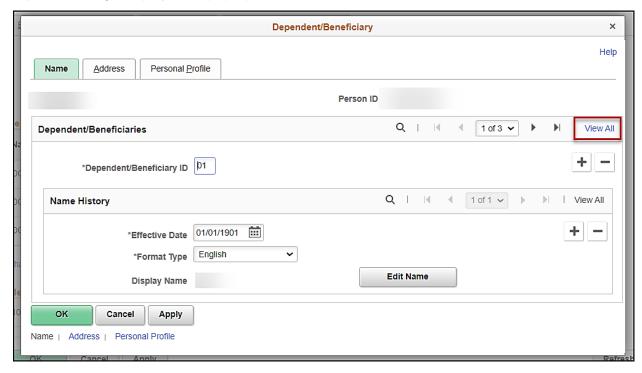


23. Click the Change/Add Dependent Data link.

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The **Dependent** page displays in a pop-up window.



24. Click the View All link to identify if the child is already listed as a dependent.

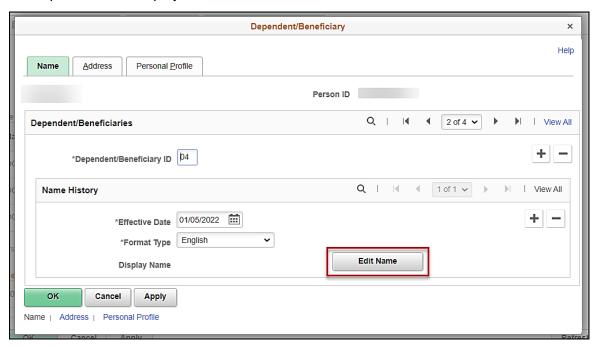
If the child is already listed as a dependent, skip to Step 29.

25. Click the **Add a Row** icon to add a new dependent, if there are no dependents already listed skip to the next step.

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The new dependent row displays.



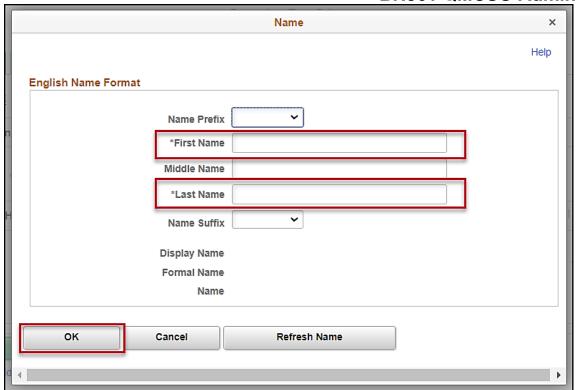
**Note:** Confirm that the effective date of the Dependent/Beneficiary is on or before the Event Date. Otherwise, the dependent will not display when they employee is trying to select the dependent for coverage on the Option Election page.

#### 26. Click the Edit Name button.

The **Name** page displays in a pop-up window.

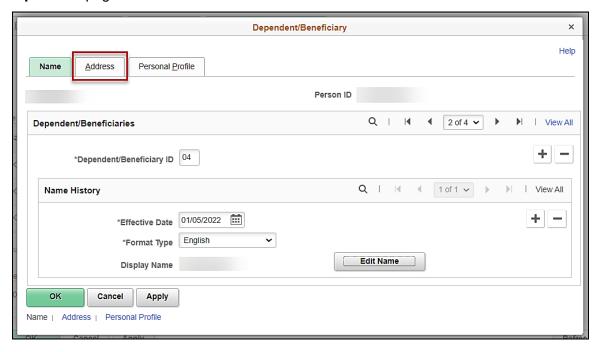
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- 27. Enter/Verify the dependent's **First Name** and **Last Name**. All other fields on this page are optional.
- 28. Click the OK button.

The **Dependent** page returns.



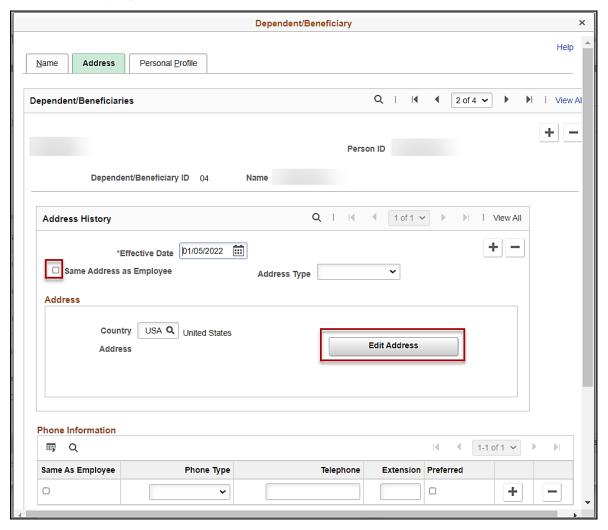
Note: The dependent's name will now show next to the Display Name field.

29. Click the **Address** tab to update/verify the dependent's address.

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The **Address** tab displays.



 Click the check box for Same Address as Employee as appropriate, and the address will autopopulate.

If the dependent does not have the same address, click the **Edit Address** button to enter the address details.

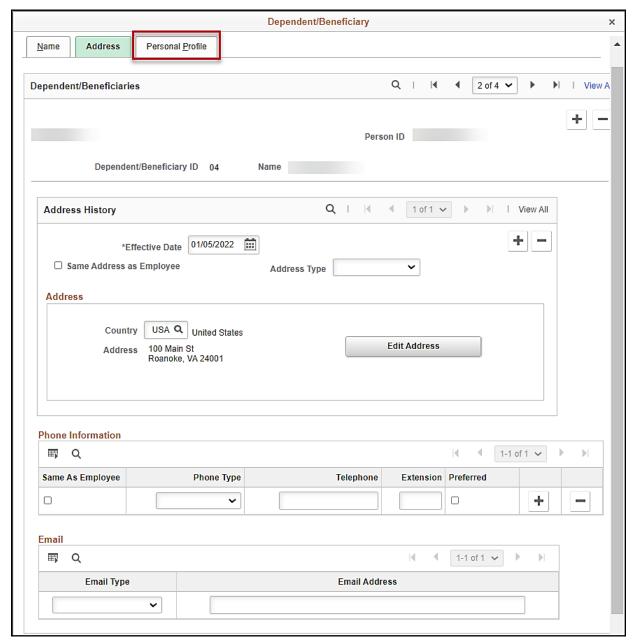
**Note**: To hide the dependent's email address from the employee, contact OHB and request the privacy flag to be set.

**Note:** If the Agency BA receives a **Phone Number** and/or **Email Address** for the dependent, this is the page used to enter that information. For this example, there is no information for Phone or Email. These fields are not required.

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The page refreshes and the address displays.

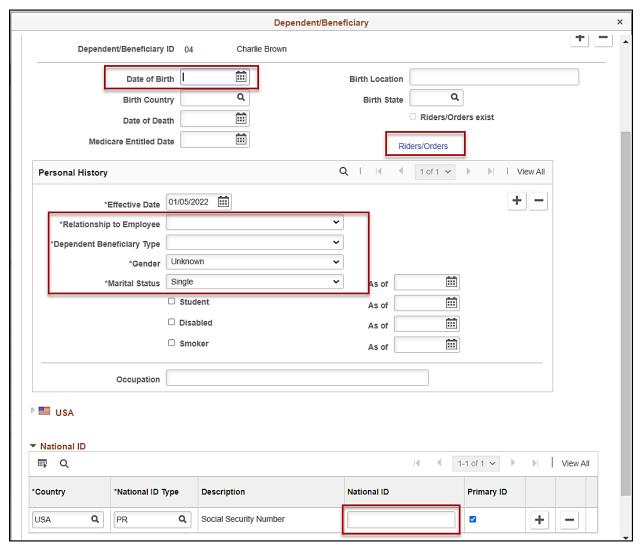


31. Click the Personal Profile tab.

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The **Personal Profile** page displays.



- 32. Enter the Date of Birth for the dependent.
- 33. Select the appropriate relationship from the **Relationship to Employee** dropdown menu.
- 34. Select Approved Dependent from the Dependent Beneficiary Type dropdown menu.
- 35. Select the appropriate **Gender** from the dropdown menu.

Select the appropriate **Marital Status** from the dropdown menu.

**Note:** If any additional information was provided by the employee for the dependent, enter it on this page. The Student and Smoker checkboxes are not used on this page.

36. Enter the **National ID** for the dependent.

**Note:** If the employee has not provided a dependent's SSN, the Agency BA should leave the field blank. However, when the SSN becomes available, the employee or Agency BA should enter it as soon as possible. Dependent SSNs are necessary for accurate ACA reporting. As they do today,

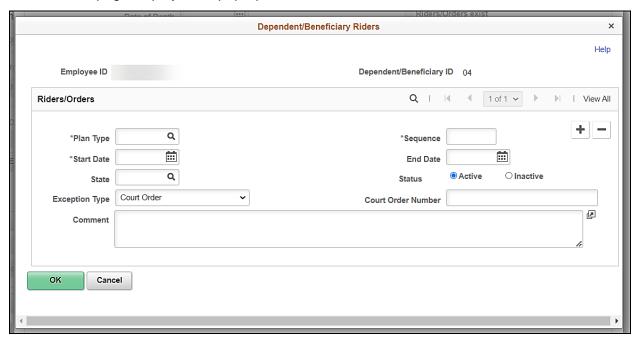
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agencies should make at least three attempts at obtaining the dependents SSN. Agencies can use the **Base Benefits Consistency Audit** to monitor dependents missing an SSN.

37. Click the Riders/Order link.

The Riders/Order page displays in a pop-up window.

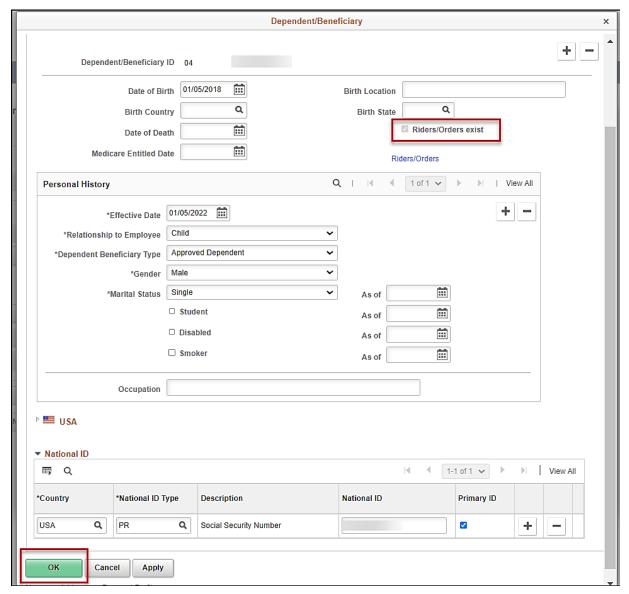


- 38. Select **Plan Type** 10 from the dropdown menu.
- 39. Enter the Start Date and End Date.
- 40. Enter 1 in the **Sequence** field.
- 41. Confirm the **Exception Type** is Court Order.
- 42. Enter the Court Order Number.
- 43. Enter a **Comment** for documentation. Comments should include the following:
  - a. Date court order was received
  - b. Name of BA making the update
  - c. Name, address and phone number of the issuing entity/agency
- 44. Click the **OK** button.

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The **Dependent** page displays with the Riders/Orders exist checkbox checked.

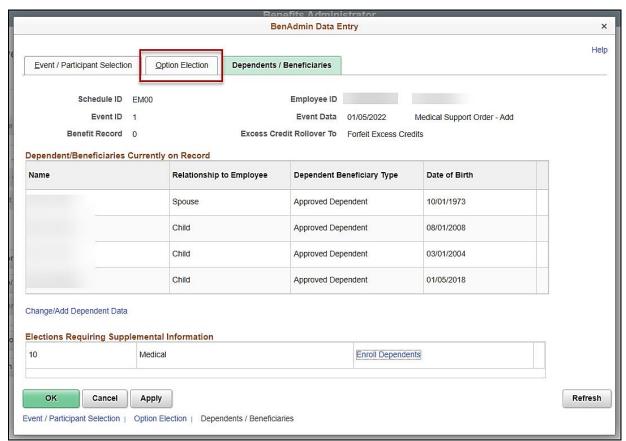


45. Click the **OK** button.

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The **BenAdmin Data Entry** page displays.

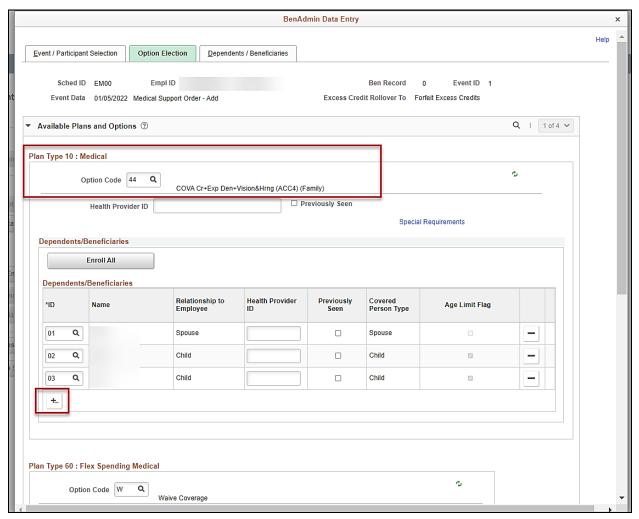


46. Click the **Option Election** tab.

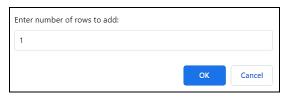
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The **BenAdmin Data Entry** page displays.



- 47. Review **Plan Type 10: Medical** and confirm the plan meets the requirements of the QMCSO, update the plan as appropriate.
- 48. Click the Add a Row icon to add the dependent. If the dependent is already listed, skip to Step 54. A message displays in a pop-up window.



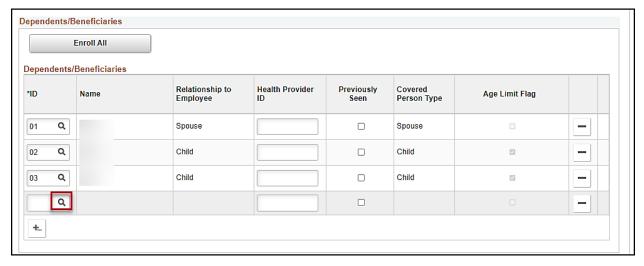
49. Click the OK button.

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The new row displays.



50. Click the Look up icon to add the dependent.

**Note:** To add dependents to **Plan Type 10: Medical** Family coverage you can either click on **Enroll All** or add them one by one individually. For this scenario, we will show how to add the dependent individually.

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The **Look Up ID** page displays in a pop-up window.

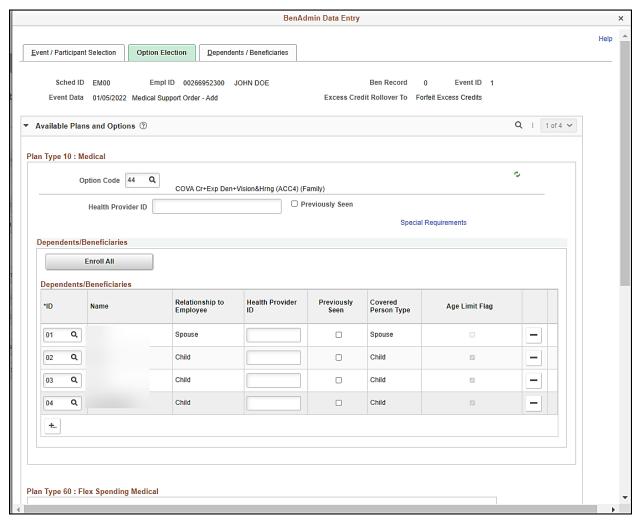


51. Click on the **Dependent ID**.

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The Dependents display.

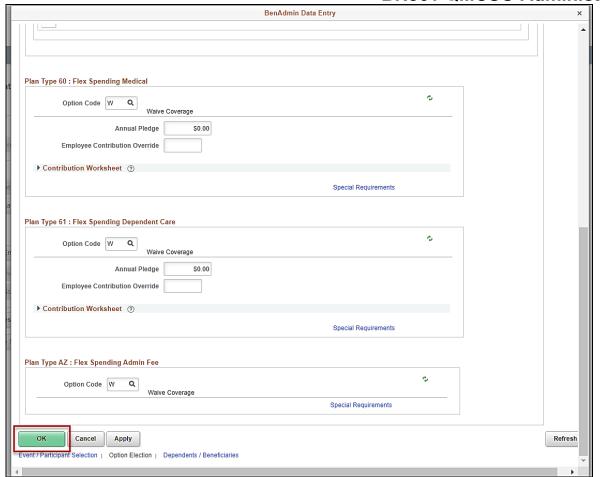


- 52. Confirm all dependents that should be enrolled are listed under the **Dependents/Beneficiaries** section.
- 53. Review all other **Plan Types** and make any necessary updates.

**Note:** The Plan Types available on the **Option Election** page are determined by the employee's benefit eligibility. Cardinal has embedded configurations based on the Commonwealth's program rules.

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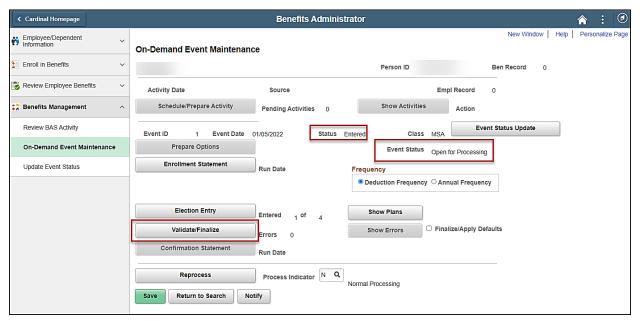


54. Click the **OK** button at the bottom of the page.

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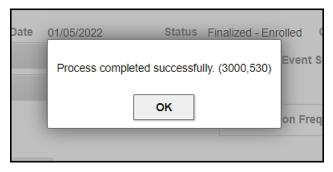


The **On-Demand Event Maintenance** page returns.



- 55. Confirm the **Status** is "Entered", and the **Event Status** is "Open for Processing".
- 56. Click the **Validate/Finalize** button to execute the programming process to validate elections, close the event, and update the Base Benefits Tables.

A confirmation message displays in a pop-up window.



57. Click the **OK** button.

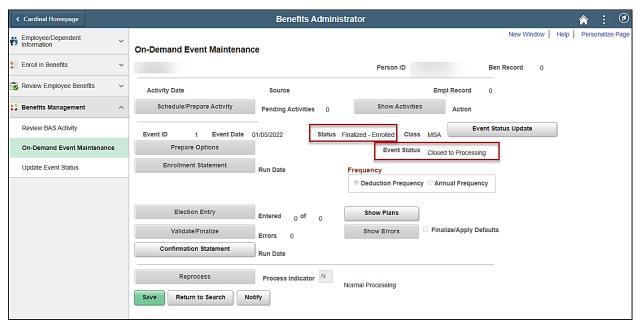
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# **Benefits Job Aid**

**BN361 QMCSO Administration** 

The On-Demand Event Maintenance page displays.



58. Confirm the Status is "Finalized – Enrolled" and the Event Status is "Closed to Processing".

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## Removing a QMCSO

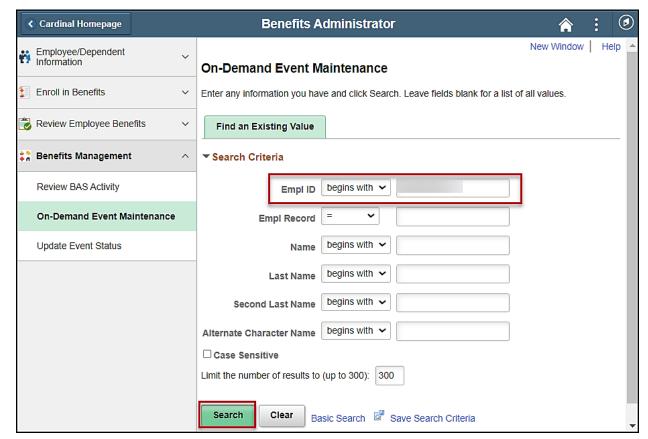
The QMCSO release order is sent by the court to the Agency outside of Cardinal when the subscriber is no longer required to cover a particular dependent. Prior to entering a release of a QMCSO, the Benefits Administrator (BA) must first review the release order to determine if it meets the necessary legal requirements. Questions regarding the validity of court orders should be directed to the Office of Health Benefits (OHB). Also, prior to removing the dependents, the BA also must inform the employee of any enrollment changes.

**Note:** Updating the enrollment due to a court order release is a two-step process where you are updating the Order/Rider page and then removing the dependent from the medical coverage.

- 59. Getting Started: Complete Steps 1-5 of this Job Aid.
- 60. Create the Manual Event: Complete Steps 6-11 of this Job Aid.
- 61. Navigate to the **On-Demand Event Maintenance** page using the following path:

Cardinal Homepage > Benefits Administrator tile > Benefits Management > On-Demand Event Maintenance

The **On-Demand Event Maintenance** Search Criteria page displays.



- 62. Enter the employee's **Empl ID**.
- 63. Click the Search button.

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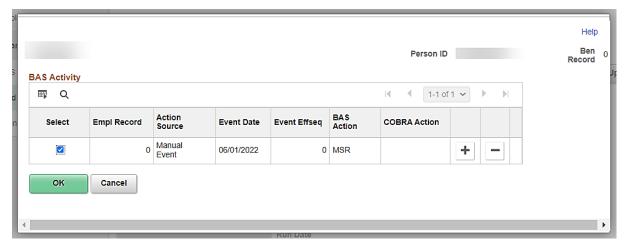
The On-Demand Event Maintenance page displays.



**Note:** If there is a delay between creating the event on the Review BAS Activity page and navigating to the On-Demand Event Maintenance page, the Benefits Administration process may have run, which would schedule the activity for you. In this case, skip to Step 69.

64. Click the **Show Activities** button.

The **BAS Activity** table displays in a pop-up window.



65. Confirm the MSR Manual Event is selected

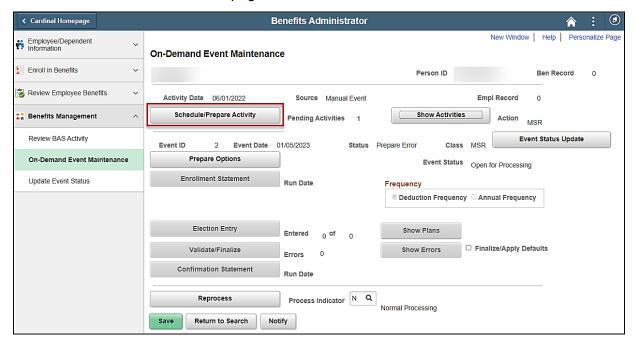
66. Click the OK button.

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The **On-Demand Event Maintenance** page returns.



67. Click the **Schedule/Prepare Activity** button to initiate the automated process that schedules and prepares the pending activity and opens election entry for the event.

The page refreshes and saves. A process complete message displays in a pop-up window.

68. Click the **OK** button.

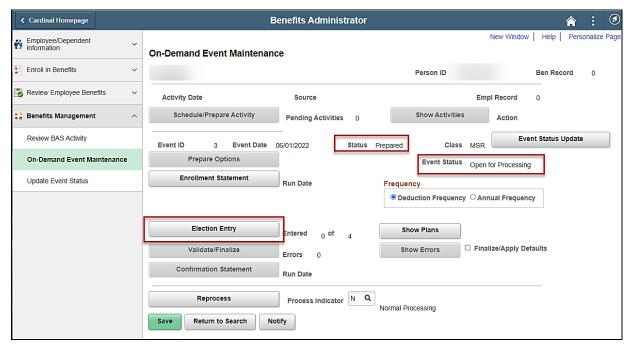
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## **Benefits Job Aid**

#### **BN361 QMCSO Administration**

The **On-Demand Event Maintenance** page returns.

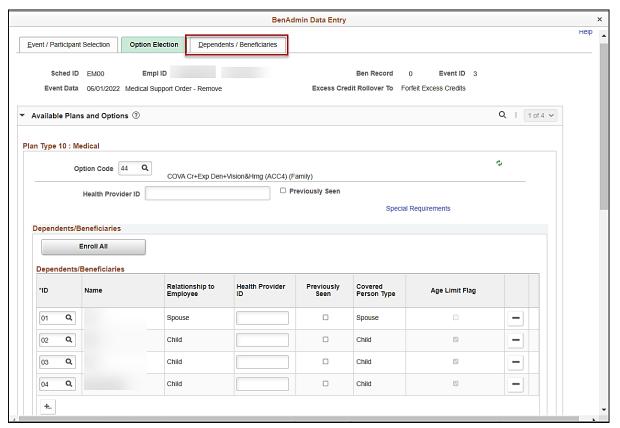


- 69. Confirm the Status is "Prepared" and the Event Status is "Open for Processing".
- 70. Click on the **Election Entry** button to open the Benefit Administration Election pages.

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The **BenAdmin Data Entry** page displays.

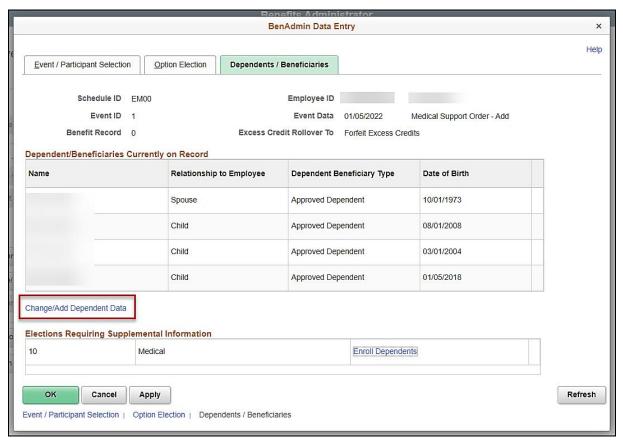


71. Click the **Dependents** tab.

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The **BenAdmin Data Entry** page displays.

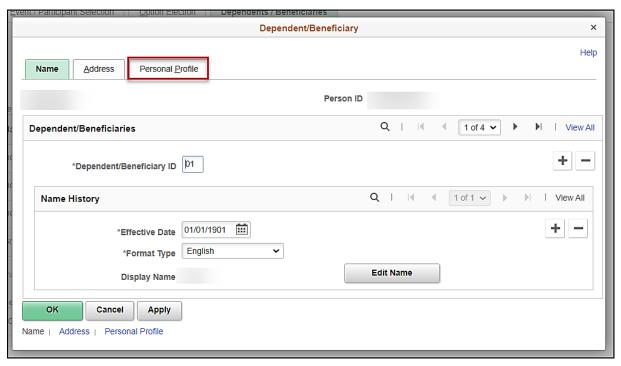


72. Click the Change/Add Dependent Data link.

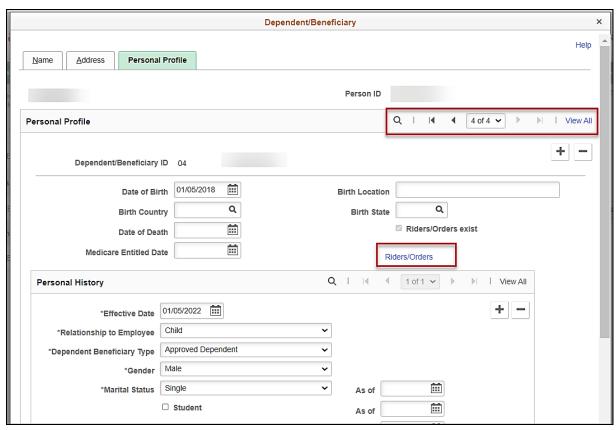
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The **Dependent** page displays in a pop-up window.



- 73. Click the **Personal Profile** tab.
- 74. The **Personal Profile** page displays.

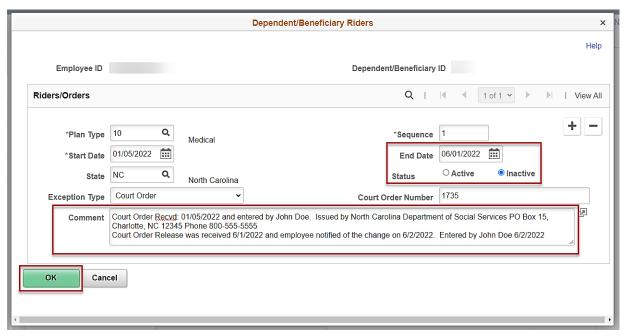


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- 75. Navigate to the dependent referenced in the court order using the arrows or the View All link.
- 76. Click the Riders/Order link.

The Riders/Order page displays in a pop-up window.

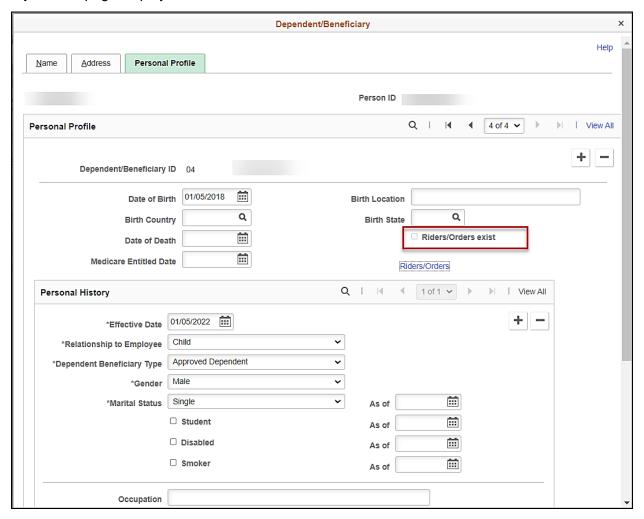


- 77. Update the **End Date** according to the court order received.
- 78. Update the existing **Comment** for documentation include:
  - Date of Receipt of Release
  - b. Date employee was notified
  - c. Name of BA who updated the event
- 79. Select the **Inactive** radio button.
- 80. Click the **OK** button.

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The **Dependent** page displays with the **Riders/Orders exist** checkbox is now unchecked.

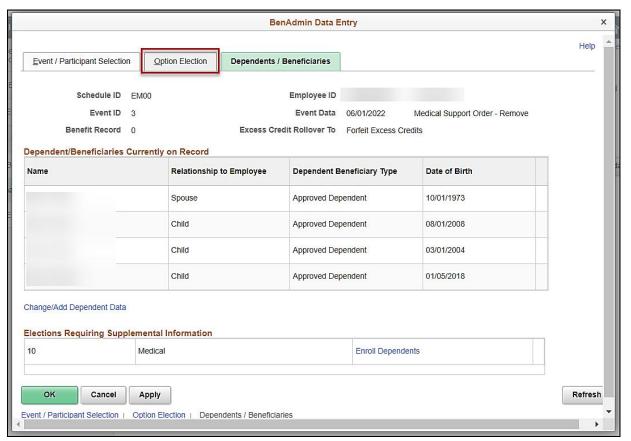


81. Click the **OK** button at the bottom of the page.

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The **BenAdmin Data Entry** page displays.

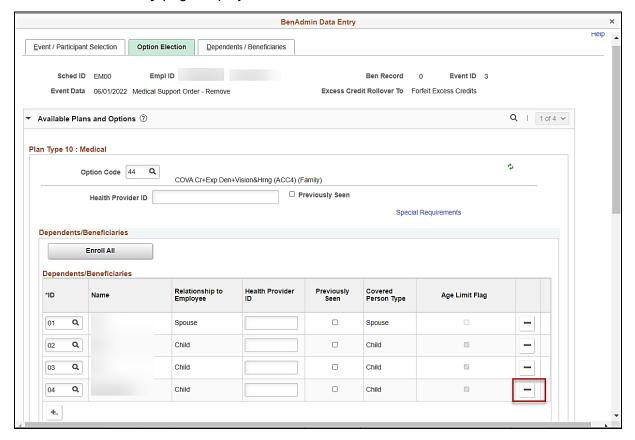


82. Click the Option Election tab.

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The BenAdmin Data Entry page displays.



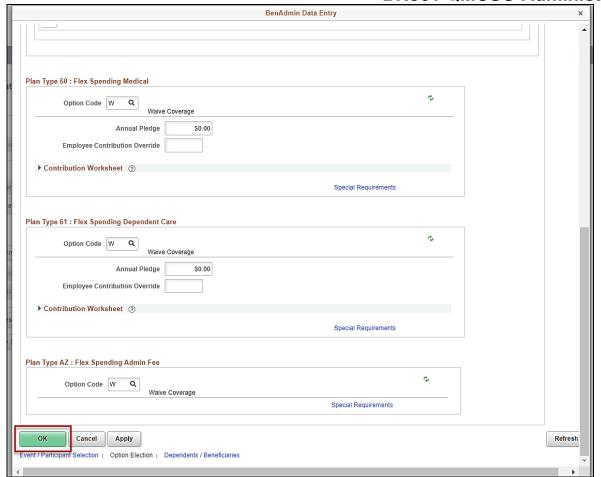
83. Review all **Plan Types** and make any necessary updates.

If, the dependent is being removed from coverage click the **Delete a Row** icon (-).

**Note:** The Plan Types available on the **Option Election** page are determined by the employee's benefit eligibility. Cardinal has embedded configurations based on the Commonwealth's program rules.

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84. Click the **OK** button at the bottom of the page.

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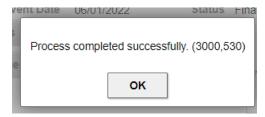


The **On-Demand Event Maintenance** page returns.



- 85. Confirm the Status is "Entered", and the Event Status is "Open for Processing".
- 86. Click the **Validate/Finalize** button to execute the programming process to validate elections, close the event, and update the Base Benefits Tables.

A confirmation message displays in a pop-up window.



87. Click the OK button.

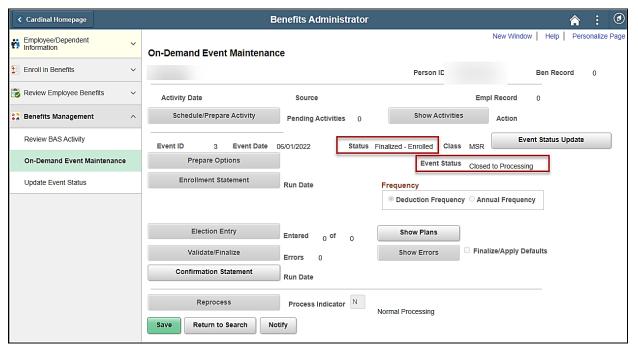
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## **Benefits Job Aid**

#### **BN361 QMCSO Administration**

The On-Demand Event Maintenance page displays.



88. Confirm the Status is "Finalized – Enrolled" and the Event Status is "Closed to Processing".

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